

Strengths Based Supervision

HOW TO UTILIZE POSITIVE PSYCHOLOGY
AND STRENGTHS DEVELOPMENT TO
BUILD A STRONGER STAFF

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Introductions

**PREFERRED
NAME**

**WHAT DO YOU GET
PAID TO DO**

**ONE POSITIVE WORD OTHERS
USE TO DESCRIBE YOU**


Learning Outcomes

**describe the benefits of a strengths-based approach
as compared to the traditional deficit model**

**utilize at least 3 strength-identifying and
development activities in a meaningful way**

**employ strengths-based supervision techniques
learned in this session in their day-to-day work**

**use a strengths-based approach to plan and
create a professional development plan for
themselves and those they supervise**



Criticism has the power to do good, when
there is something that must be destroyed,
dissolved, or reduced. But it is capable only
of harm when there is something to be

built
Dr. Carl Jung, Psychotherapist





Positive Psychology

the scientific study of the
strengths that enable individuals and
communities to thrive

What's in a Strength?

talent x investment = strength

A talent represents a capacity to do something; a naturally recurring pattern of thought, feeling, or behavior that can be **productively** applied

A strength is the ability to provide consistent, near-perfect performance in a given activity

The StrengthsFinder assessment serves as a tool for talent identification

Further investment by an individual and their supporters leads to strength development


Benefits of Strengths Supervision

Using strengths in supervision can help create a growth mindset in student leaders.
(Louis, 2011)

"Capitalizing" on Strengths happens with continual social support, experiences of success, and reinforcement of personal strengths.
(Bowers, 2010)

"Strengths-based models embody a student-centered form of education with the primary goal of transforming students into confident, efficacious, lifelong learners whose work is infused with a sense of purpose."
(Lopez and Louis, 2009)

INCREASED CONFIDENCE: PERSONAL & ACADEMIC
MOTIVATION TO ACHIEVE
CONFIDENCE ABOUT THE FUTURE



At an early age, you started hearing it: It's a virtue to be "well-rounded." ... They might as well have said : Become as dull as you possibly can be.

Donald O. Clifton







Implementation

1. FALL TRAINING SESSION

2. PRE-TEST

3. BI-WEEKLY ACTIVITIES (1:1, ALL STAFF, HOMEWORK)

4. POST-TEST

Implementation

use strengths to re-frame conflict, issues, or obstacles

assign or divide tasks based on strengths domains

"strengths-colored glasses"

consider "strengths" fit for the environment

Example Exercises

GETTING THE MOST OUT OF YOUR CLIFTONSTRENGTHS REPORT

FIVE CLUES TO TALENT

MY CLIFTONSTRENGTHS AND HOW I USE THEM

NAME IT! CLAIM IT! AIM IT!

SCAVENGER HUNT

STRENGTHS PROFILE + MANAGING TO STRENGTHS

Questions?

FEEL FREE TO CONTACT ME FOR
MORE INFORMATION!

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